

(2028.) CANTERBURY ROPE, TWINE, AND FLAX MILL EMPLOYEES.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1908,” and its amendment; and in the matter of an industrial dispute between the Canterbury Rope, Twine, and Flax Mill Employees’ Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

Andrews, J. P., Waikuku.

Leech, Charles, Rangiora.

Maddern, James, Madras Street, Christchurch, and Winchester.

Washbourne, E., Selwyn.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute and the agreement of the parties, and in order to give effect to the application of all the parties that the terms and conditions thereof should be embodied in this award, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 1st day of January, 1910, and shall continue in force until the 1st day of December, 1912.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 3rd day of December, 1909.

W. A. SIM, Judge.

#### SCHEDULE.

##### *Hours of Labour.*

1. The week's work shall not exceed forty-eight hours, exclusive of the time necessarily occupied by any worker coming under the provisions of this award in getting up steam for the machinery in the mill or work in which he shall be employed, and exclusive, in the case of a driver, of the time required for necessary attendance to horses. Each employer shall, subject to "The Factories Act, 1908," be entitled to arrange such hours of work according to the exigencies of his particular business, and such hours may be worked in shifts, either by night or day.

##### *Overtime.*

2. All time worked in excess of forty-eight hours shall be paid at the rate of time and a quarter.

*Wages.*

3. *Flax-mills*.—Working foreman, £2 10s. per week; engine-driver, wages to be as the Canterbury Traction and Stationary Engine Drivers' award for the time being in force; feeder, alone, 7s. per day of eight hours; feeder and stripper-keeper combined, 8s. per day of eight hours; chief paddock hand, 8s. per day of eight hours, or from 1st September to 30th April £1 per ton, and from 1st May to 31st August £1 2s. 6d. per ton; water scutcher, 6s. 6d. per day of eight hours; tier-up, taker-off, shaker-off, and sorters, 6s. per day of eight hours; flax-cutters, 6s. per ton; scutching, 1s. 1½d. per hour or £1 per ton; scutching, lapping, and pressing, £1 10s. per ton; pressing scutched tow, 10s. per ton; drayman, 6s. per day of eight hours; lorryman, £2 2s. per week; wagoner, £2 5s. per week.

4. *Twine-mills*.—Working foreman, £2 10s. per week; spinner who is required to watch up to six double machines, where there is no assistant, 8s. per eight-hours shift; first spinner, where assistant is employed, 7s. per eight-hours shift; assistant spinner, 6s. 3d. per eight-hours shift; baller, without assistant, 8s. per day of eight hours; first baller, with assistant, 7s. per day of eight hours; second baller, 6s. 3d. per day of eight hours; packer, 7s. per day of eight hours. Night-workers in all classes, 3d. per day extra, the foreman not included.

5. *Youths' Wages*.—From 15 to 17 years of age—twine-mills 15s. per week, flax-mills 15s. per week; from 17 to 18 years of age—twine-mills 17s. 6d. per week, flax-mills £1 per week; from 18 to 19 years of age—twine-mills £1 per week; flax-mills £1 5s. per week; from 19 to 20 years of age—twine-mills £1 5s. per week; flax-mills £1 10s. per week; from 20 to 21 years of age, £1 10s. per week; flax-mills, £1 15s. per week.

*Weighing of Fibre and Tow.*

6. Fibre and tow, scutched, pressed, &c., which is paid for at per ton, to be weighed in presence of contractor or worker, and, in the case of scutcher, fibre-weighing machines to be arranged in a convenient position.

*Payment of Wages.*

7. Wages to be paid fortnightly in employers' time.

*Holidays.*

8. The holidays to be observed shall be those provided for in the Factories Act—namely, Christmas Day, Boxing Day, New Year's Day, Easter Monday, Labour Day, Good Friday, sovereign's birthday.

No payment shall be made for these holidays, except to boys under eighteen years of age.

Work done on any of the holidays specified shall be paid for at the rate of time and a quarter for the first four hours, and time and a half afterwards.

*Under-rate Workers.*

9. (a.) Any worker who for any reason is incapable of earning the minimum wage may be paid such lower wage as may be from time to time fixed, on the application of the worker, after due notice to the union, by the local Inspector of Awards, or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person may think fit to consider, after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker and his employer by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that, in the case of any worker whose wage is so fixed by reason of old age or permanent disability, it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing, it shall be competent for a worker to agree with the president or secretary of the union upon such wage without having the same so fixed. It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(d.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

*Exemptions.*

10. The provisions of this award shall not apply to any work done in connection with any flax-mill by farm hands, provided that the greater portion of the work of such hands consists of farm-work.

11. Where an employer is bound by another award in respect to any of his employees, the award herein contained shall not apply to such employees.

*Preference.*

12. If and so long as the rules of the union permit, without ballot or any other election, any worker of good character and sober habits to become a member and remain a member of the union upon written notice or personal application, on payment of an entrance fee not exceeding 5s. and upon subsequent payments not exceeding 2s. per month, then members of the Canterbury Rope, Twine, and Flax Mill Employees' Industrial Union of Workers shall be employed in preference to non-members, provided there are members of the union known to the employer who are equally competent, and ready and willing to undertake the work required.

*Term of Award.*

13. This award shall come into force on the 1st day of January, 1910, and shall continue in force until the 1st day of December, 1912.

In witness whereof the seal of the Court of Arbitration hath hereunto been put and affixed, and the Judge of the said Court hath hereto set his hand, this 3rd day of December, 1909.

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W. A. SIM, Judge.

## MEMORANDUM.

This award embodies, without alteration, the agreement of the parties.

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W. A. SIM, Judge.